



Canada-wide degree program for Indian peoples being developed

Child & Youth Care play major role

By Bruce Kilpatrick

The UVic School of Child and Youth Care is involved in a \$1 million project which will produce a North American first, a university degree program in Child and Youth Care developed in co-operation with and designed for Indian peoples. The three-year long Child and Youth Care Career Ladder Project is part of a \$2.3 million program initiated by the Meadow Lake Tribal Council (MLTC) in Saskatchewan and funded by Health and Welfare Canada. The Career Ladder Project has Canada-wide implications.

At present no degree education programs exist in Canada to train professionals to work specifically with Indian children and youth.

A Joint MLTC / School of Child and Youth Care Curriculum Committee met in Victoria in December to discuss and define the project's philosophical foundations and to ensure its adaptability throughout Canada. The committee includes UVic faculty members from the School of Child and Youth Care; MLTC representatives; and child care experts from California, New York, and UNICEF's Consultative Group on Early Child Care and Development, as well as B.C. and Alberta consultants.

The School's role will be to develop the Career Ladder curriculum including courses and a course delivery system to train MLTC child care providers. This will be done in close consultation and collaboration with the Tribal Council. Key features of the proposed program include culturally relevant and sensitive content, high academic and professional standards of practice, and full portability of the program to other First Nations groups in Canada.

"The program was initiated to meet the increasing need both for a child care structure and the training of professionals to work specifically with Indian children which has resulted from the increased economic opportunities for our members," said Chief Richard Gladue, Chairman of the MLTC's Health and Social Development Commission. "The Tribal Council is hopeful that an MLTC-based child care program will encourage

cultural values, customs, and language and build self-esteem among our members at an early age. It's a practical and creative program that is consistent with the move to self-government."

"Our School recognizes the importance of avoiding what has been termed a 'beads and feathers' approach," said Project Director Dr. Alan Pence of UVic. "You can't simply take the typical non-Indian program with a few minor alterations and teach it in the typical non-Indian way and expect it to succeed. We want to do more than add a few 'beads and feathers' to the existing programs. There are a lot of significant cultural considerations to take into account. To be effective, there has to be a fundamental re-shaping of the curriculum and a relevant philosophy driving this program."

Pence said that the finished program will be of interest to Indian organizations in B.C. and throughout Canada. "Both the MLTC and the School want to create something that's portable. While the particulars might change from Indian organization to Indian organization, the underlying principles should be adaptable and useful right across the country," he said.

The Career Ladder is being designed as a continuous step-on, step-off arrangement which will allow participants to take advantage of training and educational opportunities ranging from a several-week long introductory course and certificate and diploma options, to a UVic B.A. in Child and Youth Care. The courses will be delivered by on-site instruction. Participants will be able to proceed at a pace and toward a goal which best meets their needs.

Other parts of the MLTC's \$2.3 million Indian Child Care Education program will create 26 family day homes and a child care centre within the district represented by the Tribal Council.

Funding for the Program was announced in mid-August and the program initiated on Sept. 1, 1990.

Statute snuffs out secondhand smoke

Where there's smoke, there may be fines...

By Robie Liscomb

If your New Year's resolution was to quit smoking, the effects of the new Capital Regional District smoking bylaw might help you succeed. The "Bylaw to Regulate the Contamination of the Environment by Tobacco Smoke" took effect on Jan. 1 and significantly curtails smoking in public areas.

Before the first of the year, smoking had been permitted in dozens of designated smoking areas across campus. But no longer will smoke get in your eyes in such areas as the vending machine section of Clearihue.

The bylaw bans smoking in all public premises, workplaces, and educational institutions within the Capital Regional District with very limited exceptions. Smoking is prohibited throughout all campus buildings except for residence rooms and specially designated smoking areas in places where food or alcohol are served.

All offices are included in the areas where smoking is no longer permitted, as are reception areas, elevators, stairwells, corridors, lobbies, and washrooms.

Operators of licensed premises and places serving food are given discretion to decide if they will include smoking areas, but such areas must not exceed 50 percent of the seating area.

Faculty Club dining rooms have been nonsmoking since April 1990, but

smoking had been permitted throughout the lounges. As of Jan. 1, the designated smoking area in the lounges has been limited to 50 percent.

Cafeterias operated by Food Services are not affected by the change because they are already in compliance with the law. The Commons Block cafeteria is a nonsmoking area and designated smoking areas in the Raven's Wing, Coffee Gardens, and University Centre Cafeteria are limited to about 25 percent of seating.

All public areas of the SUB have been nonsmoking since last September. Since Jan. 1, all SUB offices are nonsmoking, and smoking seating in SUB liquor outlets are less than 50 percent.

All common areas of residences became nonsmoking as of Jan. 1—a move favoured by 89 percent of res students, according to Student and Ancillary Services Director Jim Griffith. STAS is currently considering additional measures that go beyond the provisions of the bylaw.

So what it comes down to is this: If you don't see a "smoking is permitted" sign, you shouldn't light up. And the only places you'll see such signs are where food or liquor are served. Failure to abide by the bylaw carries fines ranging from \$25 to \$2,000.

Meetings will be scheduled with representatives of all major constituencies on campus to discuss the bylaw and its impact.



Stephen Stamp photo

Winter storms fell some of UVic's tallest, finest trees

Many of the finest trees on campus were felled by December storms ripping across Victoria.

By Jan. 3 UVic head gardener Tony James had counted at least 200 trees that gave in to the high winds. "The count is rising by the hour," he reports.

Many of the fallen trees were upwards of 100 feet high with trunks from 30 to 36 inches in diameter. About 150 to 160 counted so far are native firs, and the rest are landscape firs and pines.

The worst area of devastation occurs in the native stand of firs on the south side of parking lot 1 across the Ring Road from the Elliott Building. About 60 trees have fallen in the area.

The root systems of UVic's trees have developed to withstand the southwestern winds which normally blow here, not the northeastern winds which blew in December, explains James.

When the storms came the ground was 'absolutely waterlogged' making the roots more vulnerable and the root systems of UVic trees, spread out in Tolmie clay, are

not deep. Some of the tall trees have root systems barely nine inches deep. They rely on the spread of their root systems for support, adds James.

Outside contractors have been assisting B & G staff for the past week with the clean up and handling of fallen native trees. Trees considered precarious and dangerous are being cut down.

James emphasizes that people from campus and community should observe any barricades and signs on the jogging trails, in order to prevent injuries.

He expects that the grounds will lose a lot of shrubs, and he will be closely watching the condition of the rhododendrons in University Gardens.

Much depends upon the weather in the coming weeks. "I don't know whether the damage is over yet. A lot of trees in the bush have shifted or are leaning. It already is a worse disaster than two years ago, and we thought it was the worst in 50 years two years ago. We'll have to totally rethink our plant materials if this keeps happening," says UVic's head gardener.

United Way tops \$60,000 target

Retiring co-ordinator Darling leaves campaign in good shape

The 1990 UVic United Way campaign has topped its goal. By Jan. 2, 1991 the campaign had gone over its \$60,000 target by \$1,217.84.

The campaign first went over the top on Dec. 27 with a \$500 donation.

Campaign records co-ordinator Brian Atwell was delighted—and relieved. "I was kind of sweating by Dec. 1. I didn't think we could make it. Then a pledge of \$600 came in yesterday. It made all the difference," he reported on Dec. 27.

Another pledge of \$500 took the total over \$61,000 before the New Year.

"I want to thank everybody who gave, and wish them a happy New Year," Atwell says.

Campaign co-ordinator Peter Darling (Director—Supply & Technical Services) is particularly pleased to see the campaign reach a new height this year.

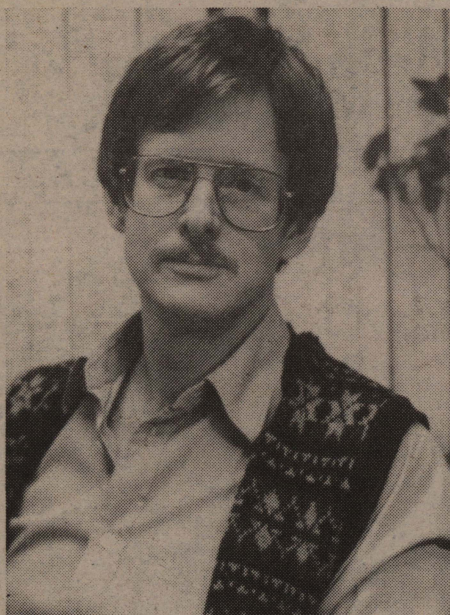
Darling, who plans to retire from UVic on June 30, has co-ordinated the university campaign since the mid 1970s. "I don't remember how many years it's been—at least 15 years. It's been a long time. It's the last time I'll be doing it, and I'm very pleased to leave it in this shape."

It's due to the generosity of UVic retirees as well as to the generosity of people on campus that the campaign has been a success, Darling says. Many retirees, as well as current employees, each year give the campus campaign the boost it needs to reach its goal, he points out.

Darling also notes the increasing number of UVic volunteers who have worked to make this year's campaign a success. "We have more volunteers on campus contributing than ever before," he says.

Full-time staff member earns MFA across the water

Writing encompasses everything, says analyst statistician



Wilson Stephen Stamp photo

Attending school part-time while one is working can add up to a busy schedule. The equation becomes more complicated when one does both full-time in two cities separated by a body of water. Alan Wilson, an Analyst Statistician in Institutional Analysis at UVic since 1979, had to do just that to receive his MFA in creative writing from the University of British Columbia on Nov. 29, 1990.

"The two years were fairly intense," says Wilson, who completed a B.Sc. in physics from the University of New Brunswick before moving to Victoria and eventually joining the UVic staff. "I had no spare time. It was perhaps not the ideal way to do it, but it was worthwhile."

Wilson managed to arrange his course schedule for the first year of his MFA program so that all of his classes were on Tuesdays, then commuted on the ferry each week. Between trips he spent his evenings and weekends writing, as well as reading and commenting on the submissions of classmates.

The second year of the program involved writing a thesis, which for Wilson was a

novel called *Gods in the River*. While writing the novel Wilson had to travel to Vancouver less—about once every three weeks. His faculty advisor, novelist Keith Maillard, has submitted the book to Random House Publishers for consideration.

In addition to fiction, Wilson studied poetry and creative non-fiction at UBC to fulfill the program's three-genre requirement. His work has been published in prominent literary journals including *The Fiddlehead*, *The Malahat Review* and *Canadian Literature*. Wilson also wrote a humorous article for *University Affairs* based on statistical analyses of comparative weather patterns among the cities vying to represent Canada in bidding to host the 1994 Commonwealth Games.

Some people think it's "odd" that his interests encompass science and writing, Wilson acknowledges. But, in his words, "I think that attitude is really odd. I don't see writing as being tied to anything; it's about everything."

Wilson began studying writing at UVic. "I've always been interested in writing and one year I just decided to take a course to see if I would like it in a more formal setting." He enrolled in a second-year poetry workshop and from there he says it was a series of steps to completing his MFA. Now that he is finished the program Wilson will continue to write. But he does not plan to try to turn his writing into his full-time job. "I love my job here," he says. "Writing is a serious hobby."

Bookstore expects slowdown over GST

Campaign to have books excluded from tax continues

The UVic Bookstore will be able to extend a seven per cent discount on most stationery, school supplies, gift, and drugstore items for January, February and March, says Bookstore manager Trudy Martin.

The discount, reflecting an expected federal sales tax rebate to the Bookstore, will have the effect of cancelling out the Goods and Services Tax (GST) on these items. Since books, clothing and magazines did not carry a federal sales tax the discount does not apply to them.

The GST is now being charged on all sales at the cash registers of the Bookstore, with the exceptions of: university departments with purchase requisitions; provincial government departments with requisitions and GST exemption number; course lab books for distance courses without instructor on presentation of course sheets; used books and packages of coffee, tea and sugar cubes and jars of coffee whitener.

Martin says she expects some initial slowdowns at the cash registers early in the new year because some conversions will be done manually due to the "unacceptable" high cost of a proper conversion to collect the GST on the Bookstore's almost new cash registers.

"As a last resort, and hopefully still a temporary solution, we have arranged to collect the seven per cent GST tax on our provincial tax cash register key and to use a vacant key for the PST."

The drawback to this approach is that the provincial tax now needs to be calculated manually, Martin says.

"In the long run we will look for a solution more in keeping with the 1990s technology—possibly we need to purchase another type of cash register."

The book industry continues a strong lobby against the inclusion of books in the GST.

"The campus community can help with this campaign by filling out protest cards to the Prime Minister which we provide at the check-out counters," Martin says.

Quote

"We have no more right to consume happiness without producing it than to consume wealth without producing it."

— George Bernard Shaw, *Candida* (1898), Act 1

Student named Rhodes Scholar

After Oxford McLeish looks to career in education admin.



By Lynn Woods

The Rhodes scholarship is only available to a select few around the world, and this year one of them is a UVic student. Elizabeth McLeish was notified in December that she will attend Oxford University for two years, courtesy of a bequest by the 19th-century British statesman Cecil Rhodes. Having exhibited achievement of the highest calibre in academics, sports, community work, and music, McLeish was chosen by the British Columbia selection committee over 26 other applicants.

The decision to apply for the award was based on her own desire to go to Oxford as well as the encouragement of friends and former teachers. She had visited the campus before, and was attracted by its international flavour as well as its academic reputation.

McLeish, 22, lived in South Africa for 12 years before moving to Victoria; she gradu-

ated from St. Michaels University and then from UVic with an honours degree in English. She is fluent in French and German and has also studied Japanese. Her interest in internationalism is partly fueled by travel; in grade 11 she wrote a competitive exam and was one of two B.C. students to win a trip to Germany for a month. She has also traveled extensively on the way to and from Africa, and says "If you've had the opportunity to see some other peoples and places, it can give you a different perspective of things."

After completing her certificate in Education this year, McLeish will proceed to Oxford where she will study PPE, a program unique to Oxford that encompasses Philosophy, Politics and Economics. She plans to eventually return to Victoria to pursue a career in education administration. It is a path she has always wanted to follow. "I was lucky, I knew what I wanted to do from way back when; it makes it easier through school, I knew what I needed to take and so forth."

The original rules laid down by Rhodes stipulated that the recipients be well-rounded individuals with "intellectual and academic achievement of a high standard... integrity of character, interest in and respect for their fellow human beings, the ability to lead and the energy to use their talents to the full." McLeish has proven all of these criteria apply: she coaches badminton and field hockey, she is a reserve member of the Canadian Armed Forces, and she has done volunteer work for the MS Society and Canadian Cancer society. She also holds a Grade 10 in piano at the Royal Conservatory, and she has received an array of scholarships during her years at UVic.

When asked if she has any advice for students with high aspirations entering the academic world, she replies, "Make the most of everything; keep your options open in terms of subjects, and pursue any interests outside of school. It's worth coming down a point in your GPA if it means you can do that."

Be a better teacher

Registration space for new institute at a premium

Improving teaching skills at the university level is the goal of a summer institute course to be offered next year for the first time by UVic's Learning and Teaching Centre (LTC)

Enhancing the Teaching Experience, to be held on campus Aug. 18-22, 1991, will provide "a forum for learning and a forum for exchange" to 30 post-secondary educators from Canada and the United States, says Dr. Andrew Farquharson, Professor in the School of Social Work and Director of the LTC.

Facilitators for the course will be Dr. Joe Parsons of UVic's Counselling Services, Dr. Gary Poole from Simon Fraser's faculty development office, and Dr. Maryellen Weimer, Director of the Office for Institutional Development at Pennsylvania State University. Dr. Weimer is the author of several books on university teaching and produces a bimonthly newsletter, *The Teaching Professor*. She spent a day at UVic in early October running seminars for members of the university faculty.

"We are very fortunate that these three facilitators are volunteering their time" for the institute, Farquharson says. It will allow

the university to run the course on a cost-recovery basis. He adds that the institute, in addition to directly benefiting those involved and indirectly benefitting students, "sends a message to the community that we think teaching is important at the university and we want to improve it."

The impetus to hold such an institute at UVic came from Jim Griffith, Director of Student and Ancillary Services, who ran a similar program while he worked at the University of Prince Edward Island. Farquharson attended the UPEI institute in the summer of 1990 and agreed that this service would be in demand on the west coast. That decision has been supported by interest expressed in the institute even before it has been formally advertised, says Farquharson. The LTC has received over 70 inquiries, and the initial course will have room for only 30 participants.

Five of those spaces will be reserved for UVic faculty and the remainder will be filled by a representative selection from Canadian and U.S. universities and colleges.



Danylchuk photo

The great-horned owl at UVic: He came, he saw, he disappeared, in late December.

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Recycling readout

Garbage slows down newsprint recycling

With the co-operation of students, staff and faculty recycling is catching on at UVic—but there is room for improvement. The system for newsprint recycling was not working effectively in late 1990.

At the request of many people Buildings & Grounds introduced newsprint recycling in late 1990. Bins for newsprint, placed in the main foyers of campus buildings and marked 'for newsprint only', were used as well for garbage disposal of milk cartons, pop cans and other items.

Buildings & Grounds collected the newsprint from the bins and placed it in the large dumpster for pickup by the recyclers. "When the recyclers collected the newsprint they found it was too contaminated with things other than newsprint to use," reports Ken Osborne, head service worker with Buildings & Grounds.

To make recycling at UVic as effective as possible, please use the newsprint recycling bins for newsprint only.

The Ring would like to hear from everybody at UVic who has information, suggestions or news of initiatives which can help to make recycling a success.

New sexual harassment advisers appointed to help with growing workload

Attitudes "just beginning to change" says president of Canadian Association Against Sexual Harassment in Higher Education

By Donna Danylchuk

The number of people coming forward to talk to the UVic sexual harassment advisory team is steadily increasing, resulting in the appointment of two new advisers.

Ordinarily females having problems with sexual harassment wish to talk to a female advisor and most universities, accordingly, appoint female advisers only.

UVic took an innovative approach with the decision to appoint both male and female advisers. Since advisers Bill Johnstone (Buildings & Grounds) stepped down due to workload demands, two new male advisers have been appointed to assist Prof. Barbara Whittington (Social Work) and Prof. Sandra McCallum (Law) in their work.

Kevin Paul, Director of Graduate Admissions and Records, and David Clode, Associate Director of Student and Ancillary Services, are the new appointees. They have been in training in their new positions since October. Their work is expected to be primarily educational in the early stages of their new appointments—although they are ready to assist complainants at any time.

"Bill Johnstone did a very good job. Anyone who did go to him felt supported and listened to. But we have found that initially female advisers get 90 per cent of the complaints. So, we are looking at the male advisers doing the educational part of the work," says Whittington.

"The work is very busy — and discouraging," she adds. "It is still incredibly hard for people to come forward. Twenty per cent to 50 to 60 per cent of women suffer from some form of harassment, and of these less than five per cent report. So we have a big problem in letting people know they don't have to tolerate harassing behaviour."

Whittington believes the key to stopping harassment is for everyone—including chairs, deans, and colleagues—to see it as their responsibility to stop harassment when they are aware of it.

As she puts it: "If we would stop a friend or colleague from driving while impaired would we not educate them about the harmful effects of sexual harassment? Times change and behaviour that formerly might have been tolerated is simply not acceptable now."

Whittington, UVic's first sexual harassment advisor, appointed five years ago, works with nationwide groups concerned with stopping harassment. She is one of the founding members and now president of the Canadian Association Against Sexual Harassment in Higher Education.

The policy statement on harassment developed by the Canadian Association of University Teachers is a guideline for UVic's advisers. The policy, approved by the CAUT in 1982 and revised in May, 1989, is beginning to make a difference, according to Whittington. "It's a long time between the printed word and an attitude change. We're just beginning to see an attitude change."

The 15-clause CAUT policy states, in part: "It is the CAUT view that all sectors of the university community have a responsibility to co-operate in the creation of a climate in which sexual harassment does not occur. Therefore CAUT recommends the development of a co-operative education program designed to sensitize members of the community to the unacceptability of such conduct. All constituencies within the university should be involved in the development of such a program. Faculty associations, where necessary, should take the initiative in securing the co-operation of the other constituencies."

A statement of key importance at a university is found in clause six, Whittington points out. The statement is:

"An individual entering or involved in a sexual relationship with a consenting adult who will be or is subject to that individual for evaluation or supervision should decline or terminate the supervisory or evaluative role."

In some cases when there has been a consensual relationship and it has ended, harassment has subsequently occurred. Says Whittington, "Just because someone got involved in a seemingly consensual relationship and did not understand the dynamics or complexities does not mean they cannot come and talk it over in confidence with an adviser. This applies to university employees and to students and staff."

Complaints have come from all areas of the university. Ninety seven to 98 per cent of cases reported at UVic are cases of men harassing women. The most frequent combination is a male professor harassing a female undergraduate or graduate student. Within the staff there is sometimes peer harassment. Close behind in frequency is harassment involving two students or two professors. At other universities in Canada the most frequently-reported harassment is between peers.

"I have also had complaints from male faculty about harassment from students, and they've been dealt with," says Whittington.

The Supreme Court of Canada has concluded that employers have a legal obligation to provide a working environment free of sexual harassment. It is clear that this ruling applies to employer and employee and co-worker relationships. There has not been a case involving a student and professor before the Supreme Court.

Invitations to give educational talks on harassment have come to UVic's advisers from student groups and the CUPE locals. "The silence has come from faculty. Since I've been here only one faculty group has ever invited me to come and speak about sexual harassment," Whittington states. "The UVic Faculty Association could be very helpful in publicizing or educating about sexual harassment in a proactive way."

"I am getting calls for advice from deans and chair people and I'd like to get more."

Whittington emphasizes that sexual harassment is not about normal, fun relationships. "We're talking about non-mutual, threatening, coercive behaviour."

"People still don't understand that they can come and talk to me and it is confidential. People would be surprised at how many women I've had through here who have quit classes over it," she adds in exasperation. "Often professors are oblivious to the power they have and the ways they can use it—or misuse it."

UVic's longest-serving sexual harassment adviser is also concerned about what she calls "sort of a feminist backlash right now. Any women identified as feminists in their studies are often finding themselves the victims of cruel, sexist comments."

The university administration is supportive and is considering the dissemination of an annual report that would give a better idea of the kind of sexual harassment cases that have been dealt with and the disposition of the cases, Whittington says.

As well, a new harassment policy to deal with cases of discrimination that do not fall under sexual harassment is being developed for the university.

New staff advisers Paul and Clode have agreed to assist Whittington and McCallum without taking special release time from their regular working days. Whittington and McCallum each are released from teaching one course of a regular three-course load to allow time for their advisory roles.

"I think there will be a time when they will need release time," Whittington says of the new appointees. "Also, there may be a time when it is necessary to have a full-time advisor. UVic may have to follow other university models which have full-time paid advisers with budgets and staff with special skills."

Says Clode, "If we're going to have an equal society we have to work at it. It doesn't just happen overnight. I think it starts with talking, people showing their colours, and getting out from behind their anonymity. As people start to articulate their positions they also start to articulate their biases, and get to know themselves better."

Paul expects that a big part of his and Clode's job will be educating people as to what constitutes harassment. "There is a lot of hidden harassment going on that people don't report," he believes. "A big part of the job will be telling people that harassment happens and that the university does have a formal policy and something can be done about it."

Paul's and Clode's offices are both located in University Centre: Paul's office is rm. A117, local 7975 and Clode's office is rm. B215, local 8024. Whittington is in Sedgewick rm. 42, local 8044; and McCallum is in Begbie rm. 102, local 8188.

Letters

Equity policy necessary to make university move beyond tokenism—Dean's Women's Advisory committee

Dear Editor:

As students at UVic's Faculty of Law, we write to express our disagreement with the views of Professors Hodgkinson and Cutt in "Fallacious Reasoning and UVic's 'gender equity'" (Victoria Times-Colonist, November 14, 1990).

Those like Hodgkinson and Cutt who criticize UVic's equity policy seem to believe that it makes absolutely no difference to students whether their professors are male or female as long as those professors have been selected solely on the basis of "merit and qualifications". Leaving aside the fact that, in our society, "merit and qualifications" are factors which are inevitably tainted by past discriminatory practices against women and stereotypical attitudes about their proper role in society, we simply want to say that it does make a great deal of difference to us whether our professors are men or women.

First, we are female students entering a profession which has long been dominated by men. We know that we will be working in a profession in which women are still relative newcomers and still considered, by some, as "outsiders". It is important to us to see other women functioning competently and confidently in various positions of authority previously reserved to men. Seeing women as practitioners, as judges, as professors of law and deans of law not only provides us with role-models for our own legal careers, but also helps to break down traditional stereotypes about the role of women in the law and in society generally.

Second, we often find it easier to approach female professors to discuss issues of concern to us. Since they have already dealt with many of the same problems which we encounter as female students, and which we can expect to encounter as members of the legal profession, they can and do act as our advisers and mentors in ways that a male professor, no matter how well-intentioned or sympathetic, simply cannot duplicate.

Third, we have found that female professors usually provide a different perspective on the subject-matters they are teaching. "Growing up female" makes a difference in how a person views the world and it is reassuring and legitimizing for women students to have that different perspective reflected in the classroom. This adds valuable diversity to the academic

experience where, until recently, only men's voices have been heard.

To summarize, female professors make a difference particularly to female students by providing role-models, by making the learning environment a more welcoming one for women and by generally helping to break down traditional barriers to women's full participation in political, economic, and social life. But beyond that, female professors make a difference to *all* students by contributing to a more diverse and qualitatively better educational experience.

Taking measures to increase the numbers of female faculty will not sacrifice the quality of university education, but instead will enhance it and help make the university community more representative of and sensitive to the real world outside the university's boundaries. It is time to move beyond mere tokenism. We can't simply wait for "the market" to work the kind of magic Professors Hodgkinson and Cutt seem to believe in. They yearn for the halcyon days when "free" and "natural" market forces prevailed in the employment market. However that market has never been free or natural. Participants have always been subject to the burdens of bias, discrimination and prejudice. Some form of social engineering has been present in the system from the outset and has operated to disadvantage women. To assume that the market could correct itself at this late date is naive. Positive measures like the equity policy are necessary.

We would like to add that it seems appropriate to be writing about this on the anniversary of the deaths of fourteen young women at Montreal's Ecole Polytechnique. Those women were singled out for death because they had had, in their killer's view, the audacity to overreach their proper sphere by seeking to enter a man's world, the world of engineering. Regardless of the degree of sanity of the messenger, the message sent to all female students, indeed to all women, is a chilling one. Traditional attitudes die hard. Positive steps to counteract that kind of message are all the more obviously necessary.

**Members
Dean's Women's Advisory Committee
UVic Faculty of Law**

Feminist scholarship policy "ill-considered, unnecessary, impertinent and unwise"—Bryant

Dear Editor:

The University community can take considerable satisfaction in the range and quality of the materials concerning the 'Equity' debate that appeared in *The Ring* issue of last December 10. Both the full coverage of the debate in Senate and the inclusion of numerous letters representing all shades of opinion testify to the existence of a vigorous debate of the sort that Dr. Mitchell's earlier letter was no doubt intended to stimulate. It appears that only two arguments in favour of the reverse discrimination policy still find support, and both are decisively subverted by careful consideration of the published material.

I confess to astonishment at the continued vitality of the 'role model' argument in spite of its irredeemable silliness. This is a university, after all, not some sort of permanent exhibit left over from Careers Day. Surely what we seek in hiring new faculty is scholars who are fascinated by their subjects, not people living out some adolescent fantasy about being just like dear old Professor So-and-so when they grow up. The crucial point against this argument is made by Professors Cutt and Hodgkinson in their letter, that "no role model could be less persuasive than one defined by discriminatory fiat rather than merit." One has to have done something more admirable than jump a queue to be regarded as an object for emulation. It might be added that those who favour reverse discrimination would find the argument counterproductive in the long run, for to take it seriously would suggest that only quite large departments needed more than one female member to serve this function—simple presence, rather than numerical balance, being the essence of it.

The other argument maintained at some length, both in the Senate debate and in Professor Greene's letter, was that the University's hiring has never been determined entirely by merit. A series of examples was given of how the 'merit' principle has already been compromised, but these examples, far from demonstrating the argument favoured by those who provided them, in fact constitute a nice array of evidence showing that academic merit has always been primary hitherto. Professor Greene sums the examples up under four headings, which can be characterized as rank, subject, specialization, and experience.

Both Professor Greene and Vice-President Scully seriously confuse the significance of the 'rank' argument, the former treating it as a matter of money and the latter as one of age. No one doubts

that cost is very much on the mind of everyone involved in a hiring decision, but one has only to reflect on the process to realize that it is a secondary consideration. A department seeking to make a senior appointment argues not that it is entitled to more money in its faculty salary budget, but rather that such a position is needed for the intellectual balance of the department or to provide leadership for the development of a new area of inquiry. The real argument for making junior appointments is not that they are cheaper but rather that they bring in people trained in the most recent techniques and emphases of their fields. A department that argued in favour of a particular candidate solely on the basis of lower cost would surely be rebuffed. The argument that decisions concerning the rank of new appointments are in fact matters of discrimination on the basis of age seems to me to verge on the disingenuous. Departments have occasionally been gently reminded of the need to bear in mind the 'age profile' of the institution when making appointments, but I know of no case in which the age of a candidate has been the crucial determinant in an appointment (and even if so vile a thing has happened in the past, the University has now committed itself, as stated in the 'Equity Policy', to recognize the validity of career patterns that differ from the norm). Our department once considered an applicant for appointment at the rank of Assistant Professor who was over fifty, and I happen to know of someone currently shortlisted for a similar appointment at another institution who is also around fifty. Decisions to hire at a particular rank are, in short, matters of academic priority first, and only secondarily matters of cost; only coincidentally are they matters of age.

The arguments based on choices among disciplines or, within disciplines, among specializations are obviously matters of academic merit above all. Such choices are made in order to enhance the intellectual balance of the institution, and it is precisely this primacy of academic integrity that is threatened by the proposal for reverse discrimination. The notion that some sort of 'absolute merit' is the issue is a red herring, as is reference to a predicted flood of mediocrity having failed to materialize when discriminatory hiring by nationality was forced upon us some years ago. The issue is not mediocrity, but the integrity of the institution.

Finally, the argument from 'experience' would appear at first to be simply analogous to those based

Feminist policy... continued on page 4

The Ring, Jan. 7, 1991—3

Calendar

All events are free unless otherwise indicated. Submission deadline for the next issue is January 25.
A Athletics E Exhibitions F Films L Lectures M Music T Theatre W Workshops & Conferences O Other

Continuing

E *Vancouver Island Woodworkers Guild* To January 13. Maltwood Art Museum and Gallery, University Centre.

LEGAL INFORMATION CLINIC. Tuesdays 11:30 a.m. - 1:30 p.m.; Wednesdays, 3:30 p.m. - 5:30 p.m. Begbie 125. Info 721-8158.

Monday, January 7

F 7:10 p.m. *Bethune - The Making of a Hero* (CAN, 1990) Philip Borsos. \$3.50-\$5.50. SUB Theatre

F 9:20 p.m. *Strangers in a Strange Land* (CAN, 1988) Bob McKeown. \$3.50-\$5.50. SUB Theatre

Tuesday, January 8

F 7:10 p.m. *Bethune - The Making of a Hero* (CAN, 1990) Philip Borsos. \$3.50-\$5.50. SUB Theatre

F 9:20 p.m. *Strangers in a Strange Land* (CAN, 1988) Bob McKeown. \$3.50-\$5.50. SUB Theatre

Wednesday, January 9

L 8:15 p.m. *Prophylactic Policework*. Mr. William J. "Bill" Snowden, Chief Constable, Victoria Police Department. Lecture (University Extension Association). \$2. Students free. Begbie 159. Info University Extension Association 658-2808.

Friday, January 11

A 6:30 p.m. *Women's Basketball*. UVic vs Calgary. \$3-\$5. McKinnon Gymnasium.

A 8:15 p.m. *Men's Basketball*. UVic vs Calgary. \$3-\$5. McKinnon Gymnasium.

M 9:30 p.m. *Sundog Sun*. Hardrock and funk band. \$3. SUB Felicity's Lounge. Info 721-8972.

Saturday, January 12

A 2:00 p.m. *Men's Junior Varsity Basketball*. UVic vs Cariboo College. \$3-\$5. McKinnon Gymnasium.

A 4:00 p.m. *Women's Junior Varsity Basketball*. UVic vs Cariboo College. \$3-\$5. McKinnon Gymnasium.

A 6:30 p.m. *Women's Basketball*. UVic vs Calgary. \$3-\$5. McKinnon Gymnasium.

M 8:00 p.m. *McPherson Trio*. UVic's School of Music presents part of its Faculty Recital Series, the McPherson Trio. \$4-\$6. MacLaurin Recital Hall. Info 721-7904.

A 8:15 p.m. *Men's Basketball*. UVic vs Calgary. \$3-\$5. McKinnon Gymnasium.

M 9:30 p.m. *Sundog Sun*. Hardrock and funk band. \$3. SUB Felicity's Lounge. Info 721-8972.

Sunday, January 13

M 2:30 p.m. *Classic Series—Mozart, Haydn and Friends*. Victoria Symphony. \$14-\$15 reserved. \$10-\$11 rush seats at door. University Centre Auditorium. Info 385-6515.

Monday, January 14

L 1:30 p.m. *Knowledge Acquisition: Principles and Practice*. Dr. Brian Gaines, University of Calgary. MacLaurin D111. Lecture (L.A.C.I.R.).

M 8:00 p.m. *Dido and Aeneas*. UVic's School of Music's Opera Ensemble sings into action with the opening performance of Purcell's Dido and Aeneas. \$6-\$8. MacLaurin Recital Hall. Info 721-7904.

M 8:00 p.m. *Classic Series—Mozart, Haydn and Friends*. Victoria Symphony. \$14-\$15 reserved. \$10-\$11 rush seats at door. University Centre Auditorium. Info 385-6515.

Tuesday, January 15

L 1:30 p.m. *Modeling and Forecasting Trends in Information Technology*. Dr. Brian Gaines, University of Calgary. Elliott 162. Lecture (L.A.C.I.R.).

M 9:00 p.m. *Fredrigo Van der Schyff Duo*. Tuesday night jazz. SUB Felicity's Lounge. Info 721-8972.

Wednesday, January 16

M 8:00 p.m. *Dido and Aeneas*. UVic's School of Music's Opera Ensemble sings into action with the opening performance of Purcell's Dido and Aeneas. \$6-\$8. MacLaurin Recital Hall. Info 721-7904.

M 9:00 p.m. *The Fredrigo Van der Schyff Duo*. Jazz Band. SUB Felicity's Lounge. Info 721-8972.

Thursday, January 17

L 8:00 p.m. *Computers in Live Music Performance*. Dr. David Wessel, University of California, Berkeley. Lansdowne Lecture (Music). School of Music Recital Hall. Info 721-7904.

M 9:30 p.m. *Monica Schraefel*. Harddriving blues, folk and dance music. \$3. SUB Felicity's Lounge. Info 721-8972.

Friday, January 18

A 6:30 p.m. *Women's Basketball*. UVic vs UBC. \$3-\$5. McKinnon Gymnasium.

M 8:00 p.m. *Dido and Aeneas*. UVic's School of Music's Opera Ensemble sings into action with the opening performance of Purcell's Dido and Aeneas. \$6-\$8. MacLaurin Recital Hall. Info 721-7904.

A 8:15 p.m. *Men's Basketball*. UVic vs UBC. \$3-\$5. McKinnon Gymnasium.

M 9:30 p.m. *Monica Schraefel*. Harddriving blues, folk and dance music. \$3. SUB Felicity's Lounge. Info 721-8972.

Saturday, January 19

T 2:00 p.m. *Ozma of Oz*. Four Seasons Musical Theatre. \$3.50. University Centre Auditorium. Info 389-1025.

A 3:30 p.m. *Women's Junior Varsity Basketball*. UVic vs UBC. \$3-\$5. McKinnon Gymnasium.

A 6:30 p.m. *Women's Basketball*. UVic vs UBC. \$3-\$5. McKinnon Gymnasium.

M 8:00 p.m. *Dido and Aeneas*. UVic's School of Music's Opera Ensemble sings into action with the opening performance of Purcell's Dido and Aeneas. \$6-\$8. MacLaurin Recital Hall. Info 721-7904.

A 8:15 p.m. *Men's Basketball*. UVic vs UBC. \$3-\$5. McKinnon Gymnasium.

M 9:30 p.m. *Monica Schraefel*. Harddriving blues, folk and dance music. \$3. SUB Felicity's Lounge. Info 721-8972.

Sunday, January 20

T 2:00 p.m. *Ozma of Oz*. Four Seasons Musical Theatre. \$3.50. University Centre Auditorium. Info 389-1025.

Tuesday, January 22

L 12:30 p.m. *Re-Designing the Canadian Constitution: The Quebec Perspective*. Professor Jacques Fremont, Faculty of Law, University of Montreal. Lansdowne Lecture (Law). Begbie 158. Info 721-8150.

M 9:00 p.m. *The Jazhedz*. Hot pop from the 40s, 50s and 60s. SUB Felicity's Lounge. Info 721-8972.

Wednesday, January 23

M 8:00 p.m. *Judith Dowling*. UVic's School of Music presents a Faculty Recital featuring mezzo-soprano Judith Dowling and pianist Robert Holliston. \$4-\$6. MacLaurin Recital Hall. Info 721-7904.

Feminist policy...continued from page 3

on discipline and speciality and to fail in the same way. This may be so in practice, but there is hidden within it the implicit opportunity to advance 'being female' (or belonging to a particular ethnic group or religious community, or suffering from a physical or mental disability as a matter of academically relevant 'experience'). This goes to the heart of the confusion that has bedeviled the entire discussion, the failure to comprehend the difference between intellectual distinctions and biological.

The confusion is, in fact, imbedded in the 'Equity Policy' itself. To eight of the nine headings of the Policy (also printed in the *Ring*) there can be little serious objection, provided only that 'equity' is understood to refer to equality of access for individuals, rather than discrimination in favour of members of any particular group. The seventh item in the policy, however, is of a very different sort. It commits the University to measures that "recognize that feminist scholarship within disciplines is an important focus for scholarly work." I should submit that this item is ill-considered, unnecessary, impertinent, and unwise.

It is ill-considered because it confuses policies intended to extend equity to individuals with those intended to favour particular lines of intellectual inquiry. (There are, after all, many women, even many women scholars, who are not feminists, and many men who are.) It is unnecessary because feminist scholarship is already well established in all or most of the disciplines within which it can have any relevance, as consultation of academic publishers' lists or current issues of a myriad journals will readily show. It is impertinent because it seeks to impose a priority of some disciplines on all—how would the Departments of Slavonic Studies or Political Science respond to a brave call from the Board of Governors to "recognize that Plate

Tectonics and Schenkerian Analysis are important foci for scholarly work?"

Most of all, of course, it is unwise, for by confusing an essentially political cause with a program of academic inquiry it opens the door to all manner of analogous interferences with the intellectual autonomy of the University. If feminist scholarship is to have a privileged place because of a political need to respond to the interests of women, then why not extend the same special and explicit protection to Marxism, Creation Science, Peace Research, Transcendental Meditation, Deconstruction, *explication de texte*, the Big Bang Theory, Minimalism, Dependency Theory, Freudian Analysis, Archetypal Criticism, Free Market Economics, Rastafarianism, Rushtonian Genetics, Good Old Time Religion, and Mao Tse-tung Thought? After all, these all have their adherents, and their adherents all vote.

This will not do. It is time for the University to consider, not the 'GREAT FACTS' that Professor Smith finds so impressive, but the integrity of its own central values and reasons for existence. Workable alternatives to reverse discrimination have been suggested already, such as routing all material related to applications for faculty positions through an office that would remove all references to the sex of applicants before forwarding the material to departments. Such suggestions warrant our careful attention, for it is by adopting the best of them that we shall be able to counter the effects of sexist or other prejudices without compromising our commitment to the primacy of intellectual independence and excellence.

Yours Very Truly,
Daniel Bryant
Pacific Asian Studies

Keeping pace with technological change

Certificate Program in technology and management begins

University Extension's new Certificate Program in Technology and Management (CPTM) aims to enable engineers, computer scientists, and applied scientists working in technically oriented organizations to keep pace with technological change. The program, which sees its first course start Jan. 14, is designed to meet the need for continuing professional education felt keenly by those in local and national high-tech companies.

The program was designed in co-operation with an advisory council that included representatives of professional organizations such as the Vancouver Island Advanced Technologies Society as well as members of the Faculty of Engineering and the acting director of the Business School. A formal needs assessment survey conducted last year met with enthusiastic support from both employers and employees of a wide variety of local public and private sector organizations.

"I am very pleased to see that the university is establishing a program that is responding directly to a need of the local advanced technology industry," said one respondent.

CPTM is aimed at managers and professionals in government, industry, and the military; engineers, computer scientists, and applied scientists who wish to pursue further professional development; and other professionals who wish to improve their decision-making skills or broaden their awareness of emerging technologies.

The CPTM program is modeled on Extension's successful Certificate Program in Computer Based Information Systems. It is designed for part-time study, and most classes will take place outside normal working hours. At the request of employers, courses can be offered on-site and integrated with working schedules. Three courses in the Program will be offered this spring—two on campus and one through distance education. "We hope to develop the rest of the Program quickly for distance education delivery, making it available across Canada" says Jeanette Muzio, Program Co-ordinator for the Certificate Program in Computer Based Information Systems and Engineering Extension Programs.

CPTM stresses both management skills and technical skills. To qualify for the certificate, participants must complete six core courses: Communications Skills, Finance and Accounting, Management Skills, Database Concepts, Expert Systems, and Data Communications. They must also complete five elective courses and a final project. The electives are selected from the areas of computer visualization, data communications, and networks.

Academic standards and program quality will be monitored by a steering committee including representatives of high-tech companies and various academic departments.

Ringers

University Librarian Marnie Swanson has been elected President of the Canadian Library Association. She currently serves as Vice President of the organization and will take over as President in June. Her new position will involve more travel, planning the June 1992 annual conference of the Association, and representing the interests of the organization's 4,500 members in relation to such issues as copyright legislation, the GST, and whatever else affects the nation's libraries.

Dr. Chris Barnes (Centre for Earth and Ocean Research) was appointed to the Science Council of British Columbia on Dec. 10, 1990. The Science Council advises the B.C. government on the implementation of science and technology policy, promotes economic development by supporting creative application of science and technology research, and delivers programs under the \$420-million Science and Technology Fund.

Fiona Hyslop (Conference Office Manager) has been re-elected for a second two-year term as UVic's representative in the nonprofit category on the Board of Directors of Tourism Victoria. Also on the board are Marnie Crowe (Phoenix Publicity Director) in the arts and festivals category and Roblin Cameron (General Manager of Dunsmuir Lodge) as an at-large member. "I see our participation on the board as a very good way of maintaining and building collaboration with the community," says Hyslop. She sees her role there as twofold: "to

make sure that others involved in tourism understand the University's contributions to the community and to bring back to UVic information about how we may become further involved in what is happening in the wider community."